SERENITY FARM EQUINE SANCTUARY

DISCRIMINATION POLICY

**Adopted by the Board of Directors on 8/20/2016, Reviewed May 20, 2022**

Serenity Farm Equine Sanctuary does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and dismissing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

Serenity Farm Equine Sanctuary is an equal opportunity equine rescue. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Serenity Farm Equine Sanctuary is an inclusive environment welcoming diversity.